

NEPHROLOGY DEPARTMENT

SENIOR CLINICAL RESEARCH FELLOW IN NEPHROLOGY

Fixed Term for 2 years

Health Board Values

We expect everyone that works for the Health Board, regardless of their role, to share and uphold our values in all that they do.

***Caring for each other**, in every human contact in all of our communities and each of our hospitals.*

***Working together**, as patients, families, carers, staff and communities so that we always put patients first.*

***Always improving**, so that we are at our best for every patient and for each other*

Description of Post

We are delighted to offer this post within the Department of Nephrology. Post holders will work in the Withybush and Aberystwyth dialysis units. The post allows for the opportunity to work whilst carrying out research.

This post will develop the knowledge and experience in the management of patients on haemodialysis and will enhance the knowledge in managing patients with chronic kidney disease.

The post allows the opportunity to maintain and advance clinical skills and knowledge in Nephrology and advance audit and quality improvement projects whilst the individual is engaged in other research. Completion of the post in tandem with planned research, is expected to deliver competitiveness for progression in Nephrology and Academic careers.

The post would be suitable for those wishing to take time out of programme (OOPE), although this must be discussed in detail with relevant current training programme directors. Possession of Membership of the royal college of physicians (MRCP) is desired

The post offers the opportunity for dedicated research time during the working week, whilst providing ongoing clinical experience on our dialysis units (Haverfordwest and Aberystwyth) as well as in clinic in Bronglais Hospital, Aberystwyth. The total clinical time is expected to be 8 sessions (mix of DCC/SPA) with 2 sessions dedicated to research. There is no on-call commitment attached to this post.

Although there is public transport between the sites, given the locations involved it is suggested that the applicant has a driver's license and owns a car. Travel between the sites will be remunerated through expenses claims (subject to conditions).

Renal Medicine

The post holder will work closely with the Consultants covering the dialysis units to care for the patients on dialysis in these units. Provision of Outpatient care for those on Peritoneal Dialysis and with Transplants will be expected again in partnership with the wider Renal service. Out-patient general nephrology care for those patients with chronic kidney



disease attending Bronglais hospital will again be provided in consultation with the appropriate Consultant responsible for their care.

Duties will involve dialysis unit and transplant clinic reviews and a monthly MDT, gaining experience in renal anaemia and mineral bone disease as well as general management of haemodialysis patients. Provision of an outpatient clinic in Bronglais hospital will maintain and broaden skills in general nephrology. The role is supported with the help of a wider multi-disciplinary team including specialist pharmacists, renal nurses and consultants. You will also be carrying out the occasional inpatient renal review in Withybush or Bronglais hospitals, seeing acutely unwell patients with advanced acute kidney injury or chronic kidney disease.

The appointment is subject to the national medical and dental terms and conditions of service.
The post will be remunerated on the NHS MN37 pay scale.

Research

The role allows for the time in the working week to carry out research. It is expected that you arrange your own research project. We will be happy to advise on appropriate resources and contacts if needed.

Description of the Department

The Nephrology Department currently consists of 11 Consultants with some clinical Nephrology commitments who provide secondary and tertiary care to renal patients throughout South West Wales. Out-patient clinics are held in Morryston Hospital (Swansea), Princess of Wales Hospital (Bridgend), Neath Port Talbot Hospital (Baglan), Prince Phillip Hospital (Llanelli), West Wales General Hospital (Carmarthen), Withybush Hospital (Haverfordwest) and Bronglais Hospital (Aberystwyth). There is a 24 bed renal ward at Morryston Hospital. There are two haemodialysis units on the Morryston Hospital site where approximately 250 chronic haemodialysis patients receive treatment.

There are a further three satellite dialysis units in West Wales:

Carmarthen ~ 95 patients

Aberystwyth ~ 26 patients

Haverfordwest ~ 65 patients

The Renal Unit has an excellent home therapies programme providing peritoneal dialysis for ~ 65 patients and Home Haemodialysis for ~ 50 patients.

Renal transplantation is carried out at University Hospital of Wales Cardiff and follow up 6 months post transplantation takes place at Morryston Hospital and in units located in West Wales.

Working across Boundaries

At the current time this post is based at Withybush Hospital and Aberystwyth Dialysis units in the Hywel Dda Health Board. We are reconfiguring our services to ensure they remain safe and sustainable in the future, and there may be occasions when you will be requested to work at other locations within the nephrology department. We reserve the right to transfer you, following consultation, to any of its locations, in accordance with the needs of the service. In such circumstances, a change of base may carry an entitlement to excess travel payments.



The Renal Team

We take pride in being a close, supportive multidisciplinary team. This team includes many individuals with relevant skills and attributes:-

Consultants

Dr Ashraf Mikhail
Dr Vandse Aithal
Dr James Chess
Dr Clare Parker (Clinical Director)
Dr Rajesh Shrivastava
Dr Balan Natarajan
Dr Angharad Marks
Dr Tim Scale (Clinical Lead)
Dr Karen Brown
Dr Aled Williams
Dr Tareq Husein

Staff grade specialists

Dr Fahima Imam
Dr Bethany Davies

Juniors

The team are supported by 9 trainees at Foundation Programme or Core Medical training level and 3 Specialist trainees in Renal Medicine- all based in Morriston hospital Swansea

Other relevant staff and members of the multi-disciplinary team

Lead Nurse: To be appointed

Consultant Pharmacist: Owain Brooks

Anaemia management team: 3 Anaemia Nurse Specialists, a renal anaemia pharmacist and a pharmacy technician.

Transplant team: A living donor specialist nurse, three transplant recipient specialist nurses, a renal transplant pharmacist and a pharmacy technician.

Home dialysis team: Pre-dialysis clinical nurse specialists, CAPD nursing team, Home haemodialysis team and a nocturnal haemodialysis team.

Vascular Access Team: 4 Vascular access specialist nurses (3WTE).

Renal dieticians: 3 dieticians (2.6 WTE)

Renal Day Ward facilities staffed by experienced renal nursing staff

Renal Teaching

The post holder will be welcome to attend teaching via Microsoft teams on Thursday morning 8:15 to 9am. They will also be able to attend the grand round meeting in Morriston hospital, again via Microsoft teams.

Quality Improvement Projects

Opportunities to participate in quality improvement projects and clinical governance will be available to the post holder.



Other Responsibilities

Required to adhere to the principles of good medical practice laid down in the guidance of 'Good Medical Practice' issued by the General Medical Council.

Participate in the departments risk management process and in clinical audit and other clinical governance activities within the department. Adherence to Caldicot Principles is mandatory.

Required to participate in the Health Boards Appraisal Scheme in conjunction with your Supervising Consultant, to identify training and development needs.

Expected to participate in personal and professional development to fulfil Royal College CME requirements.

Provide advice to clinicians in hospital and primary care, originating from telephone calls to the dialysis unit.

Responsible for undertaking the administrative duties associated with the care of patients and the administration of the department.

Adhere to all Health Board and local policies, which cover radiation exposures as currently outlined in IRMER regulations.

In exceptional circumstances, it may also be necessary to undertake duties at other locations.

Job Limitations

At no time should the post holder work outside their defined level of competence. If the post holder has concerns regarding this, they should immediately discuss them with their Lead Consultant / Clinical Director. All staff have a responsibility to inform those supervising their duties if they are not competent to perform a duty.

Confidentiality

In line with the Data Protection Act 1998, the post holder will be expected to maintain confidentiality in relation to personal and patient information, as outlined in the contract of employment. The post holder may access information only on a need to know basis in the direct discharge of duties and divulge information only in the proper course of duties.

Health & Safety

The post holder is required to co-operate with the Health Boards to ensure health and safety duties and requirements are complied with. It is the post holder's personal responsibility to conform to procedures, rules and codes of practice; and to use properly and conscientiously all safety equipment, devices, protective clothing and equipment which is fitted or made available, and to attend training courses as required. All staff have a responsibility to access Occupational Health and other support in times of need and advice.

Risk Management

The Health Board is committed to protecting its staff, patients, assets and reputation through an effective risk management process. The post holder will be required to comply with the Health Board's Health and Safety Policy and actively participate in this process, having responsibility for managing risks and reporting exceptions.



Safeguarding Children

The Health Board is committed to safeguarding children therefore all staff must attend the required level of safeguarding children training.

Records Management

The post holder has a legal responsibility to treat all records created, maintained, used or handled as part of their work within the Health Board in confidence (even after an employee has left the Health Board). This includes all records relating to patient health, financial, personal and administrative, whether paper based or on computer. All staff have a responsibility to consult their manager if they have any doubts about the correct management of records with which they work.

Job Description

This job description and timetable of clinical commitments is not inflexible but is an outline and account of the main duties. Any changes will be discussed fully with the post holder in advance. The job description may be reviewed periodically to take into account changes and developments in service requirements.

No Smoking: To give all patients, visitors and staff the best chance to be healthy, all Health Board sites including buildings and grounds are smoke free.

Disclosure of criminal background of those with access to children and vulnerable adults.

In order to minimise any possible risk of abuse of children or vulnerable adults a check will be made with the Disclosure and Barring Services (DBS) on the possible criminal background of the successful candidate for this post. The DBS is authorised to disclose in confidence to Swansea Bay University Health Board's nominated officers, details of any criminal record, including cautions and bind over orders and "spent" convictions.

You will be required to undertake the Disclosure Check, although applicants should be aware that a refusal to comply with this procedure will prevent further consideration for the post. Any information disclosed will be treated in the strictest confidence and all circumstances will be taken into account before any decision is reached.

Further Information or visiting

Dr Clare Parker	Clinical Director Nephrology	clare.r.parker@wales.nhs.uk
Dr Angharad Marks	Consultant Nephrologist	
Dr Tim Scale	Consultant Nephrologist	timothy.scale@wales.nhs.uk
Ros Joseph	Secretary	01792 703240



PROVISIONAL CLINICAL WORK TIMETABLE (may be subject to alteration and negotiation)

- MH – Morriston Hospital
- WGH – Withybush Hospital, Haverfordwest
- BGH – Bronglais Hospital, Aberystwyth
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It is expected that there will be 7 DCC sessions, 1 SPA session and 2 research sessions within this clinical work timetable.

	Sessions	Hours	Location	Type of Work
Monday AM	1	4	WGH	Haemodialysis reviews / ward referrals/ MDT/Admin
Monday PM	1	4	WGH	Haemodialysis reviews / ward referrals/Admin SPA (1 in 2)
Tuesday AM	1	4	WGH	Haemodialysis reviews / ward referrals/ MDT/Admin
Tuesday PM	1	4	WGH	Haemodialysis reviews / ward referrals/Admin SPA (1 in 2)
Wednesday AM	1	4	WGH	Haemodialysis reviews / ward referrals/ MDT/Admin
Wednesday PM	1	4	WGH	Haemodialysis reviews / ward referrals/Admin SPA (1 in 2)
Thursday AM (1 st & 3 rd of month)	0.5	4	BGH	Travel HD Unit Ward Round General Nephrology Clinic
(Otherwise)			Other	RESEARCH
Thursday PM (1 st & 3 rd of month)	0.5	4	WGH	Ward Reviews Travel
(Otherwise)			Other	RESEARCH
Friday AM (Twice a month)	0.5	4	WGH	Transplant and Peritoneal dialysis clinic Haemodialysis reviews / ward referrals/Admin
(Otherwise)			Other	RESEARCH
Friday PM (Twice a month)	0.5	4		Haemodialysis reviews / ward referrals/Admin
(Otherwise)				RESEARCH

